UNIVERSITY OF MINNESOTA
School of Public Health
Centers for Public Health Education and Outreach

Mining for Gold:
Identifying the Competencies in Existing Bioterrorism/Emergency Readiness Training Activities

Date: Thursday, July 28, 2005

Location: McNamara Alumni Center
University of Minnesota
Minneapolis
With interactive live webcast

PROGRAM DESCRIPTION

It is increasingly important to be able to identify competencies embedded in training. Because of the rapid development of training in the area of Bioterrorism and Emergency Readiness (BT/ER) over the past several years, the need for identification of the competencies addressed in training was often not given priority until recently.

This free, one-day conference will share a systematic method developed in Minnesota to identify the Core and Bioterrorism/Emergency Readiness competencies embedded in existing training and education programming. Based in a strong understanding of instructional design, the system provides a theoretically sound yet practical method for identification of cross-cutting competencies.

Along with identifying competencies in training, evaluation of organizational capacity is becoming an increasing focus in public health, through the use of performance improvement and the application of new sets of standards. To balance the individual competency focus of the conference, we will also delve into organizational capacity. An underlying assumption in this session is that commitment to competency mapping and the learning environment can only come from organizations that are themselves committed to life-long learning. Successful organizations must understand the relationship between worker competency development and organizational capacity development. We will explore how these two processes should influence each other through case study and discussion.

INTENDED AUDIENCE

Principal Investigators, Coordinators, and Evaluators or their designees from (CDC) Centers for Public Health Preparedness and (HRSA) Public Health Training Centers; ASPH, CDC, and HRSA grant personnel.

PROGRAM OBJECTIVES

At the conclusion of the program participants will be able to: Describe the relationship between Core Public Health competencies and specialized competency sets;

Given a sample training activity:

Identify the level of educational difficulty targeted by the training based on language of the learning objectives;

Differentiate among teaching methods in terms of level of training targeted;

Correlate learning objectives to the level of training using the Council on Linkages definitions of Aware, Knowledgeable, and/or Proficient;

Describe the difference between competency and capacity;

Analyze the training using a set of competency indicators;

Identify BT/ER cross-cutting competencies embedded in the training activity;

Apply a case study to develop arguments for an organizational priority on capacity development;

Identify ways in which the development of logic models can be used to display relationships between individual competency development and organizational capacity development;

Analyze strategies to achieve organizational investment in competency mapping and training;

Describe the experience of the Turning Point Performance Management National Exemplar Collaboration and its applicability to competency mapping and organizational capacity development.

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SPEAKERS

Mary Hoeppner, EdD, MS, RN, has over twenty years experience in adult education. She holds a Master's degree in Nursing Administration from the University of Minnesota, and a Doctorate in Educational Leadership from the University of St. Thomas. Mary has worked with the University of Minnesota School of Public Health to develop, implement and evaluate a wide range of training and education programs. In her current roles as Coordinator and Program Evaluator of the HRSA-supported Midwest Center for Life-Long-Learning in Public Health (MCLPH) and Program Evaluator for the CDC-supported University of Minnesota Center for Public Health Preparedness (UMNCPHP), she has developed needs assessment surveys, program evaluation instruments, and a competency mapping guide and system.

Debra Olson, MPH, RN, is Associate Dean for Public Health Practice Education at the University of Minnesota School of Public Health, as well as a faculty member in the School's Division of Environmental Health Sciences. Debra serves as Director and Principal Investigator for both UMNCPHP and MCLPH. An occupational and environmental health specialist, Debra teaches technology-enhanced learning and chairs the major in Public Health Practice, which provides dual-degree and certificate options for students and working professionals.

Jack Thompson, MSW, is Director and Co-Principal Investigator of the HRSA-supported Northwest Center for Public Health Practice at the University of Washington and Senior Lecturer in the Department of Health Services.   He is Principal Investigator of the CDC-supported Northwest Center for Public Health Preparedness Program. He has also served as a Senior Program Consultant with the Robert Wood Johnson Foundation Turning Point Initiative. Jack has been on faculty in the School of Public Health and Community Medicine since November of 1994. Prior to that time, Jack was employed by the Seattle-King County Department of Public Health, served as Director of the Seattle Health Services Division, and was Executive Director of Neighborhood Health Centers of Seattle.

PROGRAM SCHEDULE
(Note: All times are Central Standard Time):

8:30-9:00am	Continental Breakfast and Sign-in
9:00-9:20am	Welcome/Housekeeping
9:20-10:40am	Studying the Mountain: Analyzing Learning Objectives
10: 40-11:00am	Break
11:00-11:30 am	Picks, Axes, and Flashlights: Learning Methods and Level of Training
11:30am-12:00pm	Tricks of the Trade: Correlation to the Council on Linkages Level of Training, Competency, and Capacity
12:00-1:00pm	Buffet Lunch
1:00-1:20pm	Following One Map: The UMNCPHP Competency Mapping Process
1:20-2:15pm	Mining for Gold: Applying the System
2:15-2:30pm	Break
2:30-3:30pm	Getting Organizational Buy-In: Exemplary Processes and Personnel Are Only as Good as the Organizations that Employ Them
3:30-4:00pm	Q&A, Summary, and Adjournment

How to register
To attend in-person or to participate in the live webcast: Please fill out the attached form and email or fax to Casi Homzik, Program Associate, at homzi002@umn.edu/612-626-4525(fax).
We encourage in-person attendance, due to the highly interactive and visual nature of this event. We will send you a confirmation letter with additional in-person or web conferencing details. There is no charge to attend.

Accommodations
We have reserved a block of rooms at the Holiday Inn Metrodome with a special rate of $99 per night + tax for July 27 and 28. To receive this rate, registrations must be made by **Wednesday, July 13, 2005** and you must tell them you are here with the University of Minnesota Center for Public Health.
1500 Washington Ave S., Minneapolis, Minnesota 55454
For Reservations only: 1-800-448-DOME(3663)   http://www.metrodome.com/

Questions
Regarding content, please contact Andrea Hickle, Education Specialist, at 612-626-3033 or hickl001@umn.edu. Regarding registration or logistics, please contact Casi Homzik, Program Associate, as 612-624-7440 or homzi002@umn.edu.